



Algoma UNIVERSITY



PRESIDENT'S REPORT TO THE BOARD OF GOVERNORS

JANUARY 2025

PRESIDENT'S MESSAGE



The winter term and the new year are off to a great start at Algoma U. 2025 is shaping up to be an exciting year for new projects and initiatives, including the groundbreaking for Makwa Waakaá'igan, which will almost double the classroom space of the East Wing and provide new research and archival spaces for healing and reconciliation-focused work. Faculty and staff focused on Indigenization efforts, as well as cross-cultural teaching and learning, will soon have a facility dedicated to supporting their work. We will also see faculty and researchers opening the newly renovated Animal Care Facility and Containment Level 2 (CL2) laboratory, a \$6 million investment to expand science programming and research.

In 2025, the Visual Arts program at Algoma will move into a newly renovated space. Meanwhile, the Dean of Science is actively overseeing the design phase of a new facility in the Convergence Centre (CC) to accommodate the growing needs of the Psychology program. Additionally, there continues to be strong community support for the upcoming Master's program in this field.

Algoma University remains dedicated to protecting core programming within the Liberal Arts and Sciences model of university education. I am proud of the University's collaborative work with the Board of Governors (Board) to develop a robust risk management framework that will ensure we remain adaptive and resilient in the face of significant challenges facing post-secondary institutions. To this end, I have dedicated the first section of my report to the Board to this important initiative.



Risk Landscape Development

The team is making excellent progress strengthening Algoma University's risk management framework. This critical initiative is being led by Ilham Punjani, Chief of Business Transformation, Strategy and Sustainability, and the Business Transformation Office (BTO) for Algoma's Board.

I would like to thank the Board for their work during their November retreat, during which Phase One of the creation of Algoma's new risk management framework was completed. Specifically, based on feedback from the Board, a comprehensive policy and risk universe were developed, encompassing strategic, operational, financial, regulatory, and reputational risks. Completing this first phase is significant because it aligns our risk management practices with Algoma's strategic and operational goals.

I am pleased the team is now progressing into Phase Two, which focuses on translating these foundational elements into practical tools and metrics. By the end of this fiscal year, we aim to establish a robust framework that enhances decision-making through a new Risk Management Dashboard and Key Risk Indicators. The final phase, Phase Three, will focus on embedding the risk management framework into the University's daily operations through training and active stakeholder engagement. I would like to thank the BTO and the Board for leading this important initiative.

Campus Master Plan

The Brampton Campus Master Plan is a milestone marking the launch of a strategic process to shape the future of our Brampton campus, aligning it with Algoma's long-term vision and the evolving needs of our students, faculty, staff, and community.

While we face short-term instability across the university sector, the Master Plan will outline a 20-year framework for the campus's growth, addressing current space needs while anticipating future demands in one of the fastest-growing and youngest Canadian cities, which is already approaching one million people. It is a bold step forward in supporting our ambitious expansion plans.

Key objectives of the Campus Master Plan include:

- Creating a welcoming, walkable, and distinctive campus in downtown Brampton;
- Prioritizing essential academic facilities to meet both immediate and long-term needs; and
- Ensuring the campus meets the expectations of both domestic and international students.



The draft also considers critical factors such as zoning, land use, heritage preservation, transportation, and real estate opportunities. Following Board approval of the initial work, the team, under the leadership of Vice-President of Growth, International & External Relations, Craig Fowler, will be conducting consultations across Algoma U and the wider community.

Planning for the next budget year

As we approach the 2025–26 budgeting cycle, Algoma continues to consider a number of budget scenarios. While we face a period of financial uncertainty, I want to reassure you that Algoma remains in a stable financial position, which we will protect by incorporating strategies and measures into the 2025–26 Budget to ensure long-term financial sustainability.

In January 2025, the finance team will begin working with the Risk and Finance Committee and the Board of Governors to complete the 2025–26 Budget, including Algoma’s operating and capital budgets. The senior executive team and budget holders will work through January and February to develop their draft budgets and present them to the Risk and Finance Committee for review and feedback in March. The final 2025–26 Budget presentation for the Board’s approval will take place in April 2025.

Indigenization, Equity, Diversity, and Inclusion (IEDI)

Algoma is taking essential steps to successfully embed IEDI policies and frameworks across all of our University’s systems, structures, and functions. I am proud to report that Algoma recently launched our Equity, Diversity, and Inclusion (EDI) Strategy and conducted an IEDI policy review led by Higher Education Strategy Associates and our EDI team. This initiative underscores Algoma’s dedication to addressing systemic and institutional discrimination and fostering transparency and accountability. I would like to thank Jane Omollo, Equity, Diversity, and Inclusion Director, and her entire EDI team for their work on this incredibly important initiative.

Our EDI Strategy will also ensure that Algoma is well-positioned to respond to the new Strengthening Accountability and Student Supports Act 2024. The legislation allows for ministerial directives to be issued to publicly assisted colleges and universities on topics such as student mental health, as well as policies and rules to address and combat racism and hate, including but not limited to anti-Indigenous racism, anti-Black racism, anti-Semitism, and Islamophobia.



Algoma is proactively reviewing several policies and rules to ensure they are aligned with the new legislation, including:

- Student Code of Conduct (Non-Academic);
- Healthy Workplace Policy;
- Human Rights Policy;
- Workplace Violence and Harassment Policy;
- Sexual Violence Policy; and
- The EDI sections of the Public Accountability and Transparency Requirements.

Furthermore, Patty Chabbert, Acting Vice-President-Nyaagaaniid - Anishinaabe Initiatives, Equity & Decolonization, and Dave Trudelle, Associate Vice-President Student Affairs, have undertaken the creation of a comprehensive Conflict Management Plan with standard operating procedures for protest management, ensuring alignment with our robust EDI Strategy and policy framework. I continue to be proud of the work Algoma is doing to strengthen our IEDI commitment and ensure it is reflected in everything we do.

Recent Highlights

Please join me in congratulating Dr. Deb Woodman, who has been promoted to Associate Professor; Dr. Sean Meades, who has been granted tenure; and librarian candidate Lisl Schoner-Saunders, who was also granted tenure, as recommended to the President by the Peer Review Committee. All promotions will become effective July 1, 2025. I know this is a big moment for all of you, and it was wonderful to share in your celebration.

In December, Istvan Imre, Associate Vice-President, Academic and Continuing Education, and I had the honour of hosting Algoma's Speaker of the Senate, Dr. Nikki Shaw, for a day on the Brampton campus. During her visit, Dr. Shaw met many students, staff, and faculty. We had the opportunity to discuss and visit different project locations, including a new building renovation for social work and psychology, the mental health institute, the future student residence, and ongoing improvements to the campus. This visit also facilitated engaging conversations about Algoma's impact in the City of Brampton, with key stakeholders such as Chief Executive Officer of the Brampton Board of Trade, Jaipaul Massey-Singh, and Vice-President at Kallo Developments, Tom Kanellopoulos. Denise McClure and Sandy Soliman were also there from the Economic Development division of the City of Brampton. Thank you, Dr. Shaw, for your visit!

I am thrilled to report that Algoma University researchers have received funding from the Ontario Research Fund - Research Infrastructure (ORF-RI), supporting groundbreaking research led by Dr. Isabel Molina and Dr. Bill Dew. This funding highlights the critical role of investment in cutting-edge research and state-of-the-art equipment to drive innovation in crucial fields.



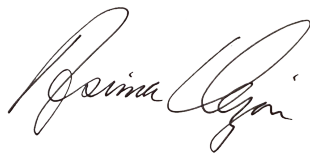
Algoma University marked December's Giving Tuesday by joining the global movement of generosity and launching a transformative year-long campaign, Behind Every Success, to support students. The campaign builds on Algoma's commitment to student success by supporting initiatives under the Student Support Fund, such as the Food Pantry, the Equity and Pride Centre, and the Algoma University Student Union Emergency Fund, designed to provide immediate financial assistance to students facing unexpected or extraordinary circumstances.

Finally, I am pleased to report that Algoma's December Forums served as an important platform to share critical updates, address challenges, and foster open dialogue with faculty and staff. A total of three Forums were held across all three of our campuses. The December Forums featured a comprehensive agenda that included financial updates, specifically focusing on budget preparations for 2025, as well as new capital projects. Updates from People & Culture highlighted professional development initiatives and the recent criteria for controlled hiring. The Registrar's Office provided valuable insights on winter semester readiness, Algoma's Student Information System, and the department's future vision.

The Forums were well-attended, and conversations were productive – great questions were asked by faculty and staff. I would like to thank everyone who participated and express my gratitude to those who helped make the December Forums a great success.

As we head into the new year, I wish you all a successful and joyful winter term and look forward to our conversations and continued success in this new year.

Chi-miigwech, merci, and thank you for all you do for Algoma U.



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